

ENROLLED ORDINANCE 160-89

RATIFICATION OF 2005 – 2006 – 2007 TEAMSTERS LOCAL 200 HIGHWAY  
AND CENTRAL FLEET MAINTENANCE EMPLOYEE COLLECTIVE  
BARGAINING AGREEMENT

WHEREAS Waukesha County has been engaged in collective bargaining with employees in the Highway and Central Fleet Maintenance bargaining unit represented by Teamsters Local 200, and

WHEREAS the parties have reached a tentative agreement, subject to the ratification by the Waukesha County Board of Supervisors.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES ORDAIN, that the following recommendations of the Personnel Committee and accompanying changes in wages, hours, and working conditions of employees represented by Teamsters Local 200, be approved.

Section I: Contract Language and Personnel Policy

- A. Modify the collective bargaining agreement to cover the years 2005 – 2006 – 2007.

Section II: Employee Benefits

- A. Effective 01/01/2006 modify the CompCare HMO plan design as follows:
  - i. Add deductible of \$250 individual, \$750 family
  - ii. Add co-insurance of 90% /10%
  - iii. Establish Co-insurance maximum of \$1,000 individual, and \$2,000 family
  - iv. Establish Physician Service Co-payment of \$20 per visit
  - v. Establish Preventative Care Co-payment of \$20 per visit
  - vi. Establish an Emergency Room Co-payment of \$75 per visit
  - vii. Establish an Urgent Care Co-payment of \$50 per visit
  - viii. Modify Prescription Drug Co-pay to \$10-\$20-\$30 to \$15 -- \$25-- \$50
- B. Effective 01/01/2007 modify the Point-Of-Service Health Plan design as follows:
  - i. Increase the out-of-network deductible from \$100/\$300 to \$200/\$600.

- ii. Increase the out-of-network co-insurance percentage from 80%/20% to 70%/30%.
  - iii. Increase the out-of-network co-insurance out-of-pocket maximum from \$500/\$1,000 to \$1,500/\$3,000.
  - iv. Modify the in-network prescription drug benefit by adding a fourth tier at \$100 co-pay per prescription per month.
  - v. Modify the mail order drug program by changing from a two (2) month co-pay to a two and one-half (2 ½) month co-pay for a ninety (90) day supply.
- C. Effective 01/01/2006 increase County contribution into the Post Employment Health plan from \$200 to \$300. Effective 01/01/2007 increase the County contribution into the Post Employment Health Plan from \$300 to \$400.
- D. Section 18.11 -- Sick Leave Incentive---Effective 01/01/2006 provide an incentive for employees who maintain sick leave balance by providing a contribution into their Post Employment Health plan. The contribution will be based on twenty percent (20%) of the sick leave hours that could have been accumulated over the nine hundred sixty (960) hour limit multiplied by the employee's current rate of pay.

### Section III: Classification and Compensation


- A. An across-the-board increase of two percent (2%) shall be applied to the 2004 rates of pay effective January 8, 2005.
- B. An across-the-board increase of one percent (1%) shall be applied to the 2005 rates of pay effective June 25, 2005.
- C. An across-the-board increase of three percent (3%) shall be applied to the 2005 rates of pay effective January 7, 2006.
- D. An across-the-board increase of two percent (2%) shall be applied to the 2006 rates of pay effective March 31, 2007.
- E. An across-the-board increase of two percent (2%) shall be applied to the 2007 rates of pay effective September 29, 2007.

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AND CENTRAL FLEET MAINTENANCE EMPLOYEE COLLECTIVE  
BARGAINING AGREEMENT

Presented by:  
Personnel Committee


  
Duane E. Paulson, Chair


absent  
Genia C. Bruce

  
Thomas Bullermann


absent  
Robert Hutton


  
Bonnie J. Morris


  
Jeff Morris

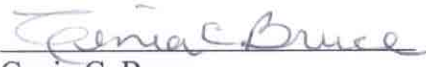
  
Robert G. Thelen II

Approved by:  
Finance Committee


  
Patricia A. Haukohl, Chair

  
James R. Behrend

  
Donald M. Briesch


  
Genia C. Bruce

absent  
Kenneth C. Herro

  
Joe C. Marchese

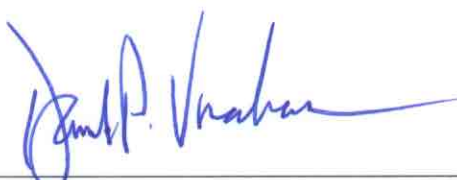
  
Bonnie J. Morris

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, was presented to the County Executive on:

Date: 12-16-05,   
Kathy Nickolaus, County Clerk

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, is hereby:

Approved: ☒  
Vetoed: ☐

Date: 12/21/05,   
Daniel P. Vrakas, County Executive

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-12/13/05

(ORD) NUMBER-1600090

1 K. HERRO.....AYE  
 3 D. STAMSTA.....AYE  
 5 J. MARCHESE.....AYE  
 7 J. JESKEWITZ.....AYE  
 9 P. HAUKOHL.....  
 11 K. HAREENDA.....AYE  
 13 J. MORRIS.....AYE  
 15 D. SWAN.....AYE  
 17 J. BEHREND.....AYE  
 19 W. MITCHELL.....AYE  
 21 W. KOLB.....AYE  
 23 J. TORTOMASI.....AYE  
 25 K. CUMMINGS.....AYE  
 27 D. PAULSON.....AYE  
 29 T. BULLERMANN.....  
 31 V. STROUD.....AYE  
 33 D. PAVELKO.....AYE  
 35 C. SEITZ.....AYE

2 R. THELEN.....AYE  
 4 R. HUTTON.....AYE  
 6 D. BROESCH.....AYE  
 8 J. DWYER.....AYE  
 10 S. WOLFF.....AYE  
 12 B. RONCKE.....AYE  
 14 A. KALLIN.....AYE  
 16 R. MANKE.....AYE  
 18 B. MORRIS.....AYE  
 20 M. KIPP.....NAY  
 22 G. BRUCE.....AYE  
 24 B. KRAMER.....AYE  
 26 S. KLEIN.....AYE  
 28 P. JASKE.....AYE  
 30 K. NILSON.....AYE  
 32 P. GUNDRUM.....AYE  
 34 R. SINGERT.....AYE

TOTAL AYES-32

TOTAL NAYS-01

CARRIED X

DEFEATED       

UNANIMOUS       

TOTAL VOTES-33